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News Summary

Articles on inside pages

Black administrators on white campuses complain they are "too many things to too many people." Story on Page 2.

Liberal-arts graduates can now receive provisional certification as high-school teachers in Virginia—a move greeted with approval at the annual meeting of the Southern Regional Education Board. Story on Page 3.

John William Ward, a historian and former president of Amherst College, takes over the presidency of the American Council of Learned Societies this week. Story on Page 7.

The University of Maryland may not charge out-of-state tuition to certain foreign students, the Supreme Court has ruled. Story on Page 11.

Fraud by scientists, a source of concern for many researchers, is the target of a policy under consideration by the National Institutes of Health for the reporting and handling of such cases. Story on Page 11.

Virginia's four-year-old plan for college desegregation hasn't worked, federal officials have charged, so the state has agreed to amend it. Story on Page 14.

The Administration will help Meharry Medical College maintain its accreditation with $30-million in federal aid and extended clinical teaching facilities at a nearby veterans' hospital. Story on Page 14.

A new anthology of American literature that would include more works by writers outside the official canon is under consideration by scholars. Story on Page 17.

Buildings on the campus of the American University of Beirut were damaged by artillery fire, but no one was injured. Story on Page 15.

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AAUP as a Union: the Tensions Endure

10 years after it decided to engage in collective bargaining, the association still sees friction among its members

By BEVERLY T. WATKINS

WASHINGTON

The American Association of University Professors has completed a decade as a faculty union, but it has not eliminated the internal tensions that resulted from its 1972 decision to engage in collective bargaining.

Conflicts have persisted between members who belong to A.A.U.P. chapters that engage in union activities and those who who do not. The conflicts have been intensified by the fact that the collective-bargaining chapters now have a majority of the A.A.U.P.'s members.

There are also conflicts among the association's staff members and leaders.

Association officials and delegates took two actions at the A.A.U.P.'s annual meeting here that they hope will relieve the tensions by stabiiizing the top leadership and providing additional funds for collective-bargaining and other programs:

▶ The A.A.U.P. council approved what amounts to an open-ended contract for Irving J. Spitzberg, Jr., the general secretary, who was appointed in 1980. Mr. Spitzberg, whose reappointment was opposed by many members of the A.A.U.P. staff and some representatives of collective-bargaining chapters, will be the first chief administrative officer since 1974 to serve longer than two years.

▶ The delegates approved a dues structure based on "indexing," which will provide for small annual increases rather than the occasional large increases that have resulted in substantial membership losses.

Two years ago the delegates eliminated graduated dues and approved a structure that, in general, required active members to pay a flat rate of $47. As a result, individual dues increased by 5 to 400 per cent. The action was followed by a drop in membership from 75,600 in 1981 to about 70,000 today. Under the new system, A.A.U.P. dues will increase each year at the same rate as faculty salaries.

Since the average increase for 1982 was 9.9 per cent, according to the association's Committee Z on the Economic Status of the Profession, members' dues will increase by 9.9 per cent beginning January 1, 1983.

The association expects the change to provide an additional $150,000 in revenue for 1983.

CENSURE ACTIONS

Added to List

Eastern Oregon State College
Yeshiva University

Removed from List

Alabama State University
Northern State College (S.D.)
Southwestern Louisiana University
Texas A&M University

For summaries of the cases and a list of the institutions now under censure, see Page 10.

Debate over Reappointment

The most obvious evidence of friction within the A.A.U.P. came to light in the debate over Mr. Spitzberg's reappointment.

In an executive session, members of the Collective Bargaining Congress, which includes the A.A.U.P. chapters that engage in bargaining, considered recommending that "the current general secretary be given timely notice of nonreappointment" because, among other things, he had not provided leadership for "the most important programs of the association."

After an hour of debate, however, they decided instead to ask the A.A.U.P. council

Continued on Page 8, Column 1

Average Faculty Salaries Found Highest at Institutions with AAUP-AFT Unions

By JACK MAGARRELL

WASHINGTON

Faculty members represented by collective-bargaining agents had higher average salaries in 1981-82 than faculty members without unions, according to a report by the American Association of University Professors.

The report shows that average faculty salaries were highest at 24 institutions where faculty bargaining agents are affiliates of both the A.A.U.P. and the American Federation of Teachers (A.F.L.-C.I.O.). The average nine-month salary at the A.A.U.P.-A.F.T. institutions was $30,220.

At 40 institutions where A.A.U.P. affiliates are the bargaining agents, the average was $27,780. At 61 A.F.T. institutions the average faculty salary was $26,220; and at 43 institutions where affiliates of the National Education Association are the bargaining agents the average was $25,400.

The report, based on the A.A.U.P.'s annual study of faculty salaries and circulated at the organization's annual meeting here, did not include collective-bargaining data for two-year colleges.

SOURCE: AMERICAN ASSOCIATION OF UNIVERSITY PROFESSORS

For 168 four-year colleges and universities with collective-bargaining agreements, the average salary was $26,980, compared with $25,810 for 1,749 four-year institutions that do not have such agreements.

The groups of institutions whose faculty members are represented by the national unions contain different mixes of public and private colleges and universities. In each group, a majority of the institutions are public.

Of all institutions with collective bargaining, 26 per cent are private.

Private institutions make up 49 per cent of those whose faculty members are represented by the A.A.U.P., 26 per cent of those where the A.F.T. represents the faculty, and 19 per cent of those where the N.E.A. is the bargaining agent. There are no A.A.U.P.-A.F.T. affiliates representing the faculty members at private institutions.

The A.A.U.P. report made no attempt to identify other institutional differences that

Continued on Page 10, Column 1

FACT–FILE

9-Month Faculty Salaries for 1981-82

Averages at 4-year institutions, by union status

	Professor	Associate professor	Assistant professor	Instructor	All ranks
No collective bargaining (1,749 institutions)	$33,500	$25,310	$20,830	$16,360	$25,810
With collective bargaining (168 institutions)	34,160	26,420	21,220	17,200	26,980
Represented by American Association of University Professors (40 institutions)	34,950	26,390	21,150	17,190	27,780
Represented by American Federation of Teachers (A.F.L.-C.I.O.) (61 institutions)	33,370	25,570	20,700	16,280	26,220
Represented by affiliates of both A.A.U.P. and A.F.T. (24 institutions)	37,340	29,960	23,800	18,560	30,220
Represented by National Education Association (43 institutions)	31,730	24,840	20,570	17,630	25,400

Average pay and distribution of men and women

	Average salary		1-year change		Women's share of faculty jobs	Distribution	
	Men	Women	Men	Women		Men	Women
Category I: University level *							
Professor	$36,750	$32,900	+ 9.5%	+ 8.8%	6.5%	44.4%	12.8%
Associate professor	27,010	25,270	+ 9.0%	+ 8.4%	17.5%	29.3%	25.8%
Assistant professor	22,270	20,480	+ 9.7%	+11.4%	31.4%	21.6%	41.0%
Instructor	17,400	16,190	+ 7.5%	+ 8.6%	54.0%	3.0%	14.3%
Lecturer	20,540	17,600	—	—	46.0%	1.7%	6.1%
All ranks	29,920	22,510	+ 9.4%	+ 9.3%	19.4%	100.0%	100.0%
Category IIA: College level **							
Professor	31,500	30,430	+ 8.1%	+ 8.8%	12.3%	37.1%	15.0%
Associate professor	25,150	24,040	+ 8.8%	+ 8.7%	21.0%	32.4%	24.9%
Assistant professor	20,810	19,740	+ 8.4%	+ 7.0%	36.6%	24.3%	40.4%
Instructor	17,030	16,110	+10.1%	+ 7.5%	53.5%	5.3%	17.6%
Lecturer	17,830	15,500	—	—	44.5%	0.9%	2.1%
All ranks	25,950	21,680	+ 8.5%	+ 7.9%	25.8%	100.0%	100.0%
Category IIB: Bachelor's-degree level ***							
Professor	27,510	25,660	+ 9.3%	+ 6.5%	13.2%	30.1%	11.0%
Associate professor	22,130	20,710	+ 9.2%	+ 8.7%	22.6%	31.1%	21.8%
Assistant professor	18,540	17,560	+ 8.7%	+ 8.2%	38.0%	30.1%	44.3%
Instructor	15,450	14,520	+ 8.7%	+ 7.7%	52.7%	8.2%	21.9%
Lecturer	18,210	19,220	—	—	44.3%	0.5%	1.0%
All ranks	22,100	18,490	+ 9.1%	+ 8.3%	29.4%	100.0%	100.0%
Category III: 2-year-college level							
Professor	27,670	26,700	+ 9.0%	+ 9.6%	22.1%	22.3%	10.7%
Associate professor	24,070	23,330	+ 8.6%	+ 8.9%	31.5%	31.7%	24.6%
Assistant professor	20,360	19,500	+ 8.8%	+ 8.2%	40.5%	30.5%	35.1%
Instructor	17,300	16,270	+ 8.9%	+ 7.7%	52.6%	15.3%	28.7%
Lecturer	16,820	14,990	—	—	73.5%	0.2%	0.9%
All ranks	22,690	20,240	+ 8.8%	+ 8.5%	37.2%	100.0%	100.0%
Category IV: Institutions without ranks	23,390	21,040	+ 8.6%	+ 8.5%	36.6%	—	—
All categories except IV							
Professor	33,920	30,290	+ 9.1%	+ 8.5%	9.7%	38.6%	13.0%
Associate professor	25,570	23,980	+ 8.9%	+ 8.6%	20.6%	30.7%	24.7%
Assistant professor	21,070	19,620	+ 9.1%	+ 9.1%	35.1%	24.1%	40.6%
Instructor	16,890	15,870	+ 8.8%	+ 6.8%	53.3%	5.2%	18.5%
Lecturer	19,730	17,110	—	—	46.4%	1.2%	3.2%
All ranks	27,200	21,300	+ 9.0%	+ 8.6%	24.3%	100.0%	100.0%

* Institutions that confer at least 15 doctoral degrees annually in at least three disciplines

** Institutions that award degrees beyond the bachelor's degree but do not qualify for Category I

*** Institutions that award only the bachelor's degree

SOURCE: AMERICAN ASSOCIATION OF UNIVERSITY PROFESSORS

Women in College Development Earn 20 Pct. Less than Men

WASHINGTON

Women working in the field of "institutional advancement"—regardless of their experience, educational background, and other qualifications—earn 20 per cent less than men in the same jobs, a survey by the Council for Advancement and Support of Education has found.

The survey covered job responsibilities, reporting relationships, and salaries of people who work in fund raising, public relations, alumni affairs, periodical and publication editing, and government relations. A report of the survey's findings was published last week in the July-August issue of the council's magazine, *CASE Currents*.

According to the report, men have a higher annual salary than their female counterparts in almost every job category. The salary gap is greater at public than at private institutions.

Lower Pay Partly Explained

The report said the women typically were slightly less experienced in the field, were younger, had been in their current positions for shorter periods of time than the men and, consequently, were less likely to hold top positions.

However, the report said, those factors do not fully explain the salary differences and "apparently women are paid less than men, independent of other qualifications."

According to the report, a typical worker in the field at a four-year college is 35 years old, holds a bachelor's degree, has five years of experience, and has been employed at the same institution for three years. If male he will earn an annual salary of $22,943. If female she will earn $19,102, or 20 per cent less than a man in the same job.

Among other findings: The average annual salary in the field is $27,179, the median salary is $25,813, and one in four advancement professionals earns less than $20,000 per year.

Fund Raising Predominates

The survey found that fund raising was the predominant responsibility of people in the field. A third of the survey's respondents said they worked on the fund-raising staff of their institutions, and 4 of every 10 said fund raising was their primary responsibility, regardless of the department in which they work.

The findings are based on responses to questionnaires sent to a random sample of CASE member representatives in all of the organization's eight districts across the country. The survey was conducted for CASE by Judy K. VanSlyke, an assistant professor of public relations at Syracuse University's S. I. Newhouse School of Public Communications. The project was coordinated by Virginia Carter Smith, a CASE vice-president.

Copies of the issue of *CASE Currents* containing the report on the survey are $4 each and may be ordered from CASE Publications Order Department, P.O. Box 298, Alexandria, Va. 22313. —P.D.

Academic Salaries Set by Politics, Not Marketplace, Economist Says

NEW HAVEN, CONN.

Politics may be pushing aside the law of supply and demand in determining faculty salaries, an economist here has concluded.

If faculty salaries were determined only by supply and demand, they would be a lot lower than they are now, says Stephen P. Dresch, chairman of the Institute for Demographic and Economic Studies.

Faculty salaries lagged behind the earnings of all male adults employed full time by more than 20 per cent between 1967 and 1978, Mr. Dresch says, but have not fallen far enough behind to eliminate an excess supply of would-be faculty members.

That the rules of the market are not working in faculty employment, he says, "is indicated by the queues of new Ph.D.s and displaced junior faculty [members] competing for the few openings available, even for those which are only temporary."

The nonmarket process that is determining faculty salaries, he suggests, "is essentially political," exercised through direct and indirect government appropriations.

The workings of supply and demand would tend to keep salary levels at all colleges and universities roughly the same, Mr. Dresch says, but during the past decade there has been a dramatic rise in salary variations among institutions.

If the setting of faculty salaries has shifted from the market to the political arena, he says, there is increased incentive for faculty members as a group to try to influence the political process.

"Thus," he says, "the faculty is converted from a professional group with a vaguely common identity overshadowed by disciplinary identities to a politico-economic class with a clear common interest which can be served only by collective political action."

Other facets of academic affairs may follow salaries into politics, Mr. Dresch says.

"As long as state action constitutes a critical determinant of the economic status of higher education, and hence of faculty, the pressures toward politicization will be irresistible."

Mr. Dresch's analysis, in a paper called "The Weakening of the Academic Labor Market and the Politicization of Academe," was prepared in part for the U.S. Education Department's Postsecondary Education Policy Development Center.

—JACK MAGARRELL

Faculty Salaries Found Highest at Institutions with Unions *Continued from Page 1*

might contribute to the differences in average salaries.

The overall average salary for male faculty members in 1981-82 was $27,200, compared with $21,300 for women, the A.A.U.P. said.

The salary data, prepared for the A.A.U.P. by Maryse Eymonerie Associates, were based in part on information gathered by the Department of Education's National Center for Education Statistics. Officials of the A.A.U.P. said the organization's annual report of salary averages for individual institutions would not be available until late July.

Over all, the national averages reported by the A.A.U.P. were in line with salary trends indicated by earlier surveys.

The A.A.U.P. reported an average salary of $25,750 for all faculty ranks at all types of colleges and universities, an increase of 9 per cent over the average for 1980-81.

The National Center for Education Statistics last month reported an overall average increase of 9.2 per cent in faculty salaries.

Last November, a report by *The Chronicle*, based on a scientific sampling of individual faculty members, estimated the overall increase at 8.9 per cent.

W. Lee Hansen, professor of economics at the University of Wisconsin at Madison and chairman of the A.A.U.P. salary committee, compared the increases with an average inflation rate estimated by the A.A.U.P. at 8.6 per cent for the year ending June 30.

Compared with the previous year, average salaries for 1981-82 were up 9.0 per cent for full professors, 8.8 per cent for associate professors, 9.1 per cent for assistant professors, and 8.2 per cent for instructors, Mr. Hansen said.

The average one-year increase for faculty members at public institutions was 8.7 per cent, he said, compared with 9.2 per cent at church-related institutions and 10 per cent at other private institutions.

By type of institution, the average increases were 9.4 per cent at Ph.D.-granting universities, 8.4 per cent at institutions with some graduate programs, 8.9 per cent at institutions granting only bachelor's degrees, 8.5 per cent at two-year colleges, and 8.6 per cent at institutions that have no faculty ranks.

The average salary of faculty members employed at the same institution in both 1980-81 and 1981-82 rose 9.9 per cent, Mr. Hansen said. In that category of faculty members continuing at the same institution, full professors received raises averaging 9.4 per cent; associate professors, 10.0 per cent; assistant professors, 10.7 per cent, and instructors, 10.6 per cent.

He told delegates at the A.A.U.P.'s annual meeting that although average salaries had risen more than the cost of living in the past year, the purchasing power of those salaries had declined by more than 20 per cent in the last decade.

Some improvement can be expected in 1982-83, he said, but any increase in purchasing power would probably be due more to reduced inflation than to higher salaries.